



## Executive Staffing Solutions

When an executive role becomes vacant, your nonprofit has both an immediate need and a long-term opportunity. DBD Group's experienced nonprofit professionals can fill short- or long-term gaps in your executive team, helping your organization continue the important work you're doing, accelerate change and tackle special projects. We can also help set the stage for your new executive team member to hit the ground running.

Working both at your location and remotely, we serve as your trusted advisor and strategic partner to help you not just survive, but thrive during this period of change.

### Resource Development

DBD can help your organization meet your development goals and build strong donor relationships through interim development staffing at any level, from annual giving to CDO.

### Financial Management

DBD can help you fill gaps in your current finance team, keeping you on track, setting the stage for a new team member, or helping you address special projects.

### Executive Leadership

When your organization is between leaders, DBD can help you stay focused and moving forward on your goals even as you're searching for a permanent replacement. We can also work with your board to create a 30-60-90 plan for your new executive director or CEO.

#### Contact us today!

We can help your organization thrive during and after key financial staffing changes.

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**"As interim CFO, Brian not only helped keep the day-to-day operations of the Finance Department moving smoothly, he improved our processes and our reporting. Our new CFO now has a very strong foundation. With his knowledge of operations and finance, he's helped everyone succeed in their roles — our executive staff, the finance committee and me."**

— Leisha Barcus,  
President/CEO  
YMCA of Greater Des Moines

